Goal-Setting Notes for Mentors

Important Questions

What is a mentor? A trusted guide or friend who **supports** a mentee in achieving her goals.

What is a mentee? A friend who accepts support and guidance from another friend who may

be a little more experienced.

What is a dream? A revelation, vision (a dream shapes future goals)

Proverbs 29:18 "Where there is no vision, the people perish..."

What is a goal? A concrete aim or objective.

What is goal-setting? A process of writing down concrete goals with steps to achieve them on a

time line.

Things we often forget:

Goals are not always long term. Goals must be set on a time line.

ABSOLUTE Rules for Goal-Setting

1. Goals must be written down with steps to achieve them.

2. Must have a time line.

- 3. Mentee must be held accountable for progress toward set goals.
- 4. Goals must be measured periodically.
- 5. Achieved goals must be celebrated!
- 6. Accept that some failures will occur. ('Process' is more valuable input than 'achievement' if you are learning something.)
 - a. Determine why by analyzing the steps to the goal or barriers to the goal.
 - b. Make corrections/remove or circumvent barriers
 - c. Celebrate the new plan
- 7. NEVER EVER set a goal that is out of your control (setting a goal for someone else).

Requirements for successful goal-setting

Self-discipline Commitment Respect

Positive Attitude: "I can do this, one step at a time."

Communication skills (mentor affirms good qualities and good process of mentee)

PRAYER, lots of it \odot

Use <u>Goal Setting Worksheets</u>. Make extra copies and mentors should keep a duplicate worksheet of mentee's steps-to-goal.

"Everyone ends up somewhere but few end up somewhere on purpose."

~ Craig Groeschel